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## OLR Bill Analysis

**sHB 5237 (as amended by House "A")\***

### ***AN ACT CONCERNING PAYMENT OF WAGES FOR EMPLOYEES OF A PRIVATE SCHOOL IN THE STATE.***

#### **SUMMARY:**

This bill permits three specific private institutions to negotiate with their respective employee unions for a different wage payment schedule than the weekly payment required under current law. The institutions referred to as "state-aided institutions," are the American School for the Deaf, Connecticut Institute for the Blind, and Newington Children's Hospital (see BACKGROUND).

The bill adds these institutions to an existing provision that allows boards of education to negotiate different payment schedules. (Many boards of education negotiate under this provision to pay employees based on the calendar year rather than the 10-month school year.)

Under current law, employers must pay employees on a regular pay day that must not be more than eight days after the last day counted in the pay period. In addition to the statutory exception for boards of education, the law allows the labor commissioner to grant other pay schedule exceptions (see BACKGROUND).

\*House Amendment "A" removed the reference to the American School for the Deaf and replaced it with entities known as "state-aided institutions."

EFFECTIVE DATE: Upon passage

#### **BACKGROUND**

##### ***State-Aided Institutions***

In statute, the American School for the Deaf, the Connecticut Institute for the Blind, and the Newington Children's Hospital are referred to as state-aided institutions because of the state's history of

providing them with financial assistance, including the past practice of allowing their employees to be part of the State Employee Retirement System (CGS § 5-175). In 1995 when it opened the new facility in Hartford, the Newington Children's Hospital was renamed the Connecticut Children's Medical Center.

***Commissioner's Authority to Waive Some Pay Requirements***

By law, the labor commissioner may waive the standard requirement to pay weekly wages upon the employer's request, provided the employees are paid at least once in each calendar month on a regular schedule (CGS § 31-71i).

**COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 10 Nay 0 (03/06/2012)